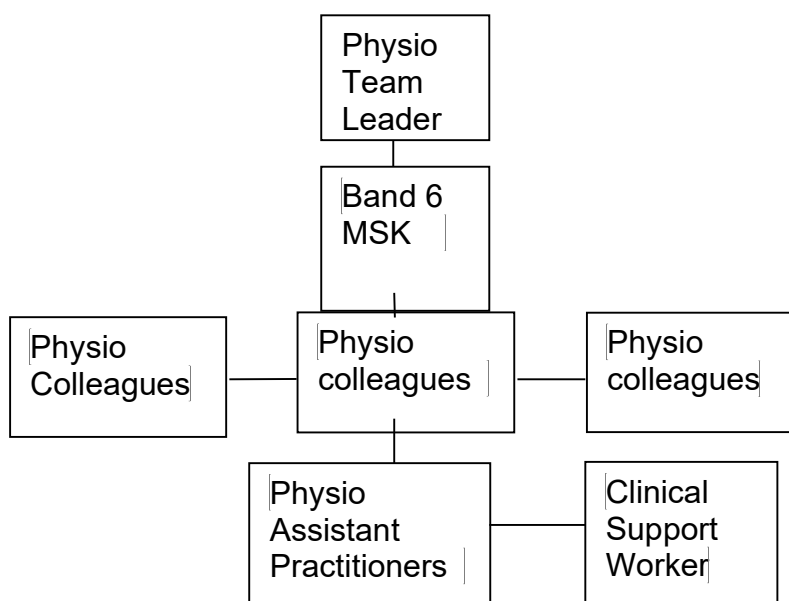


## JOB DESCRIPTION

<b>1. JOB IDENTIFICATION</b>	
Job Title:	<b>Specialist Physiotherapist (static) (Band 6)</b>
Responsible to (insert job title):	Clinical Team Lead MSK
Department(s):	Physiotherapy
Directorate:	Therapy and Rehabilitation
Operating Division:	UHS
Job Reference:	<b>087929</b>
No of Job Holders:	5
<b>2. JOB PURPOSE</b>	
<p>To act independently to provide a full comprehensive specialist service of assessment, diagnosis, treatment/appropriate management, onward referral and discharge to a complex range of patients referred to the service.</p> <p>To supervise physiotherapists, assistant practitioners, clinical support workers and physiotherapy students.</p> <p>To deputise for the team lead in meetings related to specialist clinical area.</p> <p>To develop and deliver training programmes for a wide range of professionals and carers to educate carers and significant others in the understanding of both the therapy process and any intervention relating to the management of patients medical and social needs.</p>	
<b>3. DIMENSIONS</b>	
<p>Population and demographic indicators of the area are:</p> <p>MSK Outpatients at RIE and inpatient and elective Orthopaedics at RIE supporting the 5/7 working pattern</p> <p>The post holder will have a designated base at RIE but could work with adults or children in any of the following service areas outpatients, inpatients, community, general rehabilitation, learning disability, medical, surgical, mental health, neurology. The post holder will work within a variety of designated NHS and non NHS sites including hospitals, Care Homes, Health Centres, schools and nurseries, Family Centres.</p> <p>Staff responsibility – Supervise clinical workload of Band 5 physiotherapists assistant practitioners, clinical support workers, and Physiotherapy students.</p> <p>The post holder is employed within NHS Lothian and there may be a requirement to work flexibly to meet service demands following relevant ER policies.</p>	

#### 4. ORGANISATIONAL POSITION



#### 5. ROLE OF DEPARTMENT

The Physiotherapy Service sits within University Hospital Services Adult Acute

Key responsibilities of the service are:-

- Provision of physiotherapy care to a diverse range of clinical conditions and patient types in a variety of environments across acute and community settings.
- Service management, planning and development within a defined budget and a multidisciplinary framework.
- Development, implementation and management of a Clinical Governance Strategy.

#### 6. KEY RESULT AREAS

##### Clinical

1. To independently prioritise and manage own individual specialist caseload providing a full and comprehensive specialist service of assessment, diagnosis, treatment/appropriate management, onward referral and discharge to a complex range of patients referred to the service.
2. Act as a specialist clinical resource for the therapy and multidisciplinary team e.g. patients, carers, Voluntary Organisations to optimise available clinical care including taking responsibility for more complex cases.
3. To maintain professional standard of record keeping which is accurate and current, in line with professional codes, service standards and organisational requirements
4. To work within all local policies, procedures and protocols and in compliance with professional standards as documented by the professional body and the Health and Care Professions Council. Patients may include vulnerable adults and young people under the age of 18 therefore develop a working knowledge of relevant procedures including Child Protection, Protection of Vulnerable Adults and other legal frameworks.
5. To contribute as required to the planning and implementation of team and departmental policy and service developments, including representing the team at relevant meetings.

6. Delegate allocated tasks to clinical support workers, assistant practitioners and Band 5 staff and supervise where appropriate, to maximise efficiency and to achieve desired quality of care ensuring they follow NHS Board Policies & Procedures.
7. To undertake audit, research activity or other projects to promote evidence-based practice, develop the service and maintain efficiency and effectiveness.

#### **Educational**

8. To develop and deliver training programmes for a wide range of professionals and carers to educate carers and significant others in the understanding of both the therapy process and any intervention relating to the management of patients medical and social needs.
9. To participate in the academic teaching and clinical supervision of Physiotherapy undergraduate students and other professional groups and provide advice and specialist training to qualified AHPs, clinical support workers, assistant practitioners and students.

#### **Managerial**

10. Responsible for the supervision of staff including participating in the recruitment and induction processes.
11. Support Team Lead to develop a specialist therapy service to maximise patient care and use of resources, and identify areas for potential service improvements.
12. Monitor activity and support Team Lead to prioritise staff and equipment resources to meet service demands within budgetary constraints.
13. To deal with first stage complaints recognising when to escalate to a more senior member of the team.
14. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

### **7a. EQUIPMENT AND MACHINERY**

Be competent in the use of a wide range of equipment. Ensure that equipment in use is clean and safe, and regularly monitored for safety as per professional and organisational standards of practice. Must ensure that all equipment issued by them is safe to use and be responsible for the safe and competent use of equipment they issue to patients.

The following are examples of equipment which may be used when undertaking the role:

**IT Equipment** –Personal Computer, phones, mobile phone, telehealth units, teleconference, videoconference.

**Manual Handling equipment** - Mechanical Hoists, Samhall turner, Sliding boards, Rope Ladders – to facilitate patient transfers.

Walking aids.

Detail of equipment will be held locally and will depend on the work area.

**Note:** New equipment may be introduced as the organisation and technology develops, however training will be provided.

### **7b. SYSTEMS**

The following are examples of systems which may be used when undertaking the role:

Maintaining patient records– documenting all patient interventions and non-direct contacts e.g. TRAK, Picture Archiving Communication Systems (PACS)

Internet based clinical information sources e.g. E-Library

Update department shared drive/intranet site

Use of intranet to access information within NHS Lothian

Daily use of e-mail for communication

Microsoft Office - Formatting and populating spreadsheets and databases to produce statistics and reports as required.

**Note:** New systems may be introduced as the organisation and technology develops, however training will be provided

## **8. ASSIGNMENT AND REVIEW OF WORK**

The specialist clinical caseload is generated by the specific needs of each clinical area. The post holder has sole responsibility for clinical management of a specialist caseload and will act independently within departmental and professional protocols / guidelines. Access to clinical supervision is available via a senior therapist as required.

The post holder is expected to initiate work and developments in their specialist area. They will allocate tasks associated with the clinical management / development of the service on a day-to-day basis to other Physiotherapy staff.

The Team Lead may also delegate other non-clinical tasks e.g. participate interview / recruitment process, appraisal, PDP, patient satisfaction quality assurance.

The post is managed by the Team Lead/Manager. This includes participation in the departmental Personal Development and Performance Review (PDP) system.

## **9. DECISIONS AND JUDGEMENTS**

To act independently to make complex clinical decisions relating to assessment, differential diagnosis, planning, and implementing and evaluating specialist treatment programmes leading to discharge.

Prioritise own caseload and workload management of self and junior staff.

Plan and implement own treatment care packages from analysis of assessment results and using developed clinical reasoning skills.

Decide when to refer on to a more Advanced Physiotherapists/Specialist Physiotherapists or other agencies.

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

Working with a complex range of patients, staff groups and different services and organisations and having an understanding of their priorities and structures through well-developed communication channels. Developing and maintaining effective communication links to ensure continuity of service and patient care

Effective time management of clinical commitments, administrative work, and professional requirements.

Prioritising complex caseload while managing the demands of families, patient's needs, staff from education, health and other agencies.

Ability to adapt to the variable and unpredictable demands of the clinical and organisational workload.

Providing supervision to physiotherapy staff and recognising the need to highlight areas of concern to the Team Lead.

## **11. COMMUNICATIONS AND RELATIONSHIPS**

### **Patients**

Provide and receive information regarding assessment, diagnosis, prognosis and treatment to encourage acceptance and compliance.

Patients will have a range of medical and psychosocial problems that require the physiotherapist to utilise motivational and persuasive skills to facilitate rehabilitation both in an individual and group setting.

Deal with complaints in a timely manner .escalate and seek support from senior staff as required.

### **Relatives / Carers**

Provide and receive information.  
Teach a range of patient management strategies.

#### **Physiotherapy Staff (internal / external)**

Consult senior staff for advice and ensure they are aware of any relevant issues such as concerns about staff performance.

Delegate tasks to band 5 physiotherapists, assistant practitioners and clinical support workers.

Impart information relating to patient transfer to both internal and external colleagues.

#### **Multidisciplinary team within the speciality**

Relay on patient assessment findings, patient progress with treatment and suggest other professional input requirements.

Teach physiotherapy strategies to optimise patient care.

#### **Other Agencies (Local Authority, voluntary sector, etc)**

Make referrals.

Identify and establish contact with appropriate agencies for future patient support e.g. leisure centre, ethnic minority groups, physical abuse groups.

Negotiate and liaise with all appropriate agencies to optimise patient care and ensure efficient service delivery e.g. social work, insurance companies, housing services, employers etc.

## **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**

### **Physical skills**

Skills to perform a wide range of physiotherapeutic manual techniques.

Knowledge of how to use specialist equipment – required for day to day use with specific patients e.g. communication aids, special seating, standing frames etc.

Standard keyboard skills – required for daily use of IT equipment.

Manual handling skills – trained to a level as required by NHS Lothian for daily use in the workplace.

### **Physical effort**

May be a requirement to be mobile, including travel to health centres, domiciliary visits and meetings throughout the day.

Direct manual handling of patients, with due regard for own safety, including manoeuvring patients, carrying equipment, pushing wheelchairs, arranging seating required on a daily basis.

Skills required assisting with therapeutic handling dependent on clinical area.

### **Mental demands**

High level of concentration needed for prolonged periods on a daily basis. This is required in order to make specialist clinical decisions during all aspects of assessment and treatment taking into account any cultural/ linguistic differences. High level of level of specialist knowledge required on a daily basis in order to discuss/report on a patient's difficulties with their family, education staff, medical colleagues etc.

Constant need to be flexible to the demands of the environment including unpredictable work patterns, deadlines and frequent interruptions.

Meeting the needs of training and delegating work to junior physiotherapists, assistant practitioners, clinical support workers and students while maintaining the highest standards of clinical care to patients and their families.

Dealing with staff competency or performance issues.

### **Emotional demands**

Communicating frequently with distressed/anxious/worried and emotionally demanding patients/relatives.

Frequent need to impart potentially distressing information regarding the nature of the difficulties and the implications of these.

Managing patients with challenging behaviours and a range of complex difficulties including the application of appropriate management strategies. Patients may include vulnerable adults and young people under the age of 18 therefore need a working knowledge of relevant procedures including Child

Protection, Protection of Vulnerable Adults and other legal frameworks. This can include receiving and acting upon confidential information relating to issues including physical/emotional/sexual abuse and neglect.

Providing emotional support to junior colleagues and peers.

**Environmental and working conditions**

Working within infection control and health and safety guidelines in order to deal appropriately with highly unpleasant conditions related to client contact as they arise; including frequent exposure to saliva, body fluids, odours and head lice.

Frequently required to work in a variety of locations which can result in exposure to unsuitable and/or unpleasant working conditions including cramped areas not designed for clinical use, unclean homes etc. Potential exposure to unsafe situations e.g. aggressive behaviour and verbal abuse from patients and relatives, lone working etc.

**13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

Degree in Physiotherapy or equivalent qualification recognised by the Chartered Society of Physiotherapy.

Registered with the Health and Care Professions Council.

Evidence of significant post registration professional practice experience to undertake and fulfil the key areas for this post eg -post graduate experience, post graduate courses in clinical speciality, short courses. Modules A or B of Society of Musculoskeletal Medicine, Bobath Course in Adult Neurological conditions, McKenzie Institute Part A, B or C , Physiotherapy assessment of female urinary dysfunction

Knowledge of to national clinical guidelines

Previous supervisory experience/evidence of developing leadership skills.

Good communicator, team worker and ability to work independently, and travel.

**14. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:        ||

Head of Department Signature:        ||

Date:   ||

Date:   ||